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reader and for those industrial managers who have not had time to keep abreast of the developments to date.

R. W. STONE

STATE UNIVERSITY OF IOWA

The Science of Labour and Its Organization. By DR. JOSEFA IOTEYKO. New York: E. P. Dutton & Co., 1919. Pp. viii+196. \$1.60.

In this little volume are collected a series of articles, published in certain French journals in 1916 and 1917, and the substance of certain lectures on fatigue, delivered at the Collège de France. The author seeks in this collection to throw light upon certain points in industrial psycho-physiology. To the results accomplished by research into the working of the bodily organs with the view to discover their best working conditions, to detect fatigue, and to lay down a basis for industrial work, he applies the caption "Science of Labour." The book is a summary of experiments and researches into the physiological and psychological aspects of personnel administration.

The discussion is divided into four parts. The first is concerned with the problems of apprenticeship, the economical methods of working, and the measurement of industrial fatigue. The second part is an evaluation and criticism of scientific management. Particular emphasis is placed upon the shortcomings of the Taylor system in respect to psycho-physiological factors. The third part presents data bearing upon the human power and aptitudes for work. The final section is devoted to an exposition of the Belgian methods of technical education.

The work is by no means a complete or final analysis of the personnel problems in industry. It is, however, a contribution to the literature on that subject. Those interested in the scientific study of the human factors in industry will find much that is new and valuable in this book.

R. W. STONE

IOWA STATE UNIVERSITY

Lectures on Industrial Psychology. By BERNARD MUSCIO. New York: Dutton, 1910. Pp. iv+300. \$3.00.

The author defines industrial psychology as a study of methods for selecting workers on the basis of natural fitness and for obtaining from any expenditure of energy a maximum product. To these ends he advocates the establishment of a vocational laboratory in connection with every educational plant or system. It shall be the duty of the

advisory committees of these laboratories to give information (1) about the capacities of the persons who are being examined, (2) about the capacities required for any kind of labor for which there is a demand, and (3) about probable demands for various forms of labor.

Mr. Muscio discusses the main objections to scientific management such as (1) mere speeding up, (2) the increase of production about 300 per cent, and of wages only 30 to 100 per cent, (3) the interference with collective bargaining, (4) the destruction of craft skill, and (5) the undemocratic result of throwing undue industrial power into the hands of "the management." The author advocates the creation of committees of workers who shall co-operate with the "management" in putting the principles of scientific management into practice.

The tone of the book is fair-minded, scientific, and constructive. Although sympathetic with the workers, the author does not point out the function which industrial psychology may perform in showing how the personalities of the workers may be developed through their occupational activities and interests.

E. S. BOGARDUS

UNIVERSITY OF SOUTHERN CALIFORNIA

Socialism in Thought and Action. By HARRY W. LAIDLER. The Macmillan Company. Pp. xviii+546. \$2.50.

This is an exposition of socialism by the secretary of the Inter-collegiate Society. The author does not try so much to express his own views but to give those of the acknowledged spokesmen of that party; these are expressed in a brief, clear, and direct manner. The book begins with a criticism of the wastefulness and inefficiency of the present system as the result of competition in production and distribution, resulting in waste of human life and energy through unemployment, industrial accident, and illness. The indictments against the unequal distribution of wealth, the wage system, and social maladjustment are ably stated and backed up by strong proof.

Chapter iii begins the statement of the socialist theory. This follows the Marxian theories of economic interpretation of history, class struggle, surplus value, and the labor theory of value, although modern limitations and interpretations are placed upon all of these. He defines the labor theory of value as "the amount of socially necessary labor contained therein, that is the amount of average human labor which is necessary for society to expend upon its reproduction, not the